



## @USNPEOPLE WEEKLY WIRE

### 1) End Strength Outlook Good –Personnel Boss Says Manning is Now ‘Stable’ / 25 AUG 14

By Mark D. Faram, Navy Times

While the other services remain in the midst of drawdown turmoil, the Navy’s personnel picture has reached a state of relative calm, says Vice Adm. Bill Moran, the service’s top uniformed personnel official.

End strength is stable and expected to stay so for now – and that’s bringing with it more predictable advancement opportunities for Sailors in the fleet.

Moran is now reviewing the pays and bonuses he controls, with an eye toward targeting them more to influence Sailors and officers. Navy Times sat down with Moran in his Arlington Virginia office recently to discuss these and other personnel issues.

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### 3) Navy Suicide Prevention Month: Being there for “Every Sailor, Every Day” / 29 JUL 14 [\[LINK\]](#)

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### 4) Why I Serve: U.S. Fleet Cyber Command/ U.S. 10th Fleet Edition [\[VIDEO/ LINK\]](#)

This week’s #WhyIServe submissions are from Sailors serving at U.S. Fleet Cyber Command/ U.S. 10th Fleet.

U.S. Fleet Cyber Command serves as the central operational authority for networks, cryptologic/signals intelligence, information operations, cyber, electronic warfare, and space capabilities in support of forces afloat and ashore. Share your ‘Why I Serve’ using #WhyIServe or send submissions to usnpeople@gmail.com.

### 5) 21st Century Sailor Office Bi-weekly Roll-up:

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- Navy Suicide Prevention Month Webpage [\[LINK\]](#)
- Gearing Up for 2014 Suicide Prevention Month (NavyNavStress) [\[LINK\]](#)
- Naval Station Norfolk CPOs, CPO-Selects Unite to Help Victims of Domestic Violence [\[LINK\]](#)
- We're in this Together: One Suicide Is One Too Many [\[LINK\]](#)

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or find it online at [www.navy.mil/cnp](http://www.navy.mil/cnp)

## 1) End Strength Outlook Good -- Personnel boss says manning is now 'stable' / 25 AUG 14

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End strength is stable and expected to stay so for now – and that's bringing with it more predictable advancement opportunities for sailors in the fleet.

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Navy Times sat down with Moran in his Arlington, Virginia office recently to discuss these and other personnel issues.

Here's a look at what's on the CNP's mind:

Q. With the word that the carrier George Washington will be refueled and those 3,000-plus billets are safe, where is the Navy with end strength?

A. We're very stable as far as end strength, and the picture is 324,000 to 325,000 for as far into the future as our budget allows me to look.

Q. In 2010, service leaders said the Navy needed 325,000 people to complete its assigned missions, but end strength actually dipped to about 318,000. What happened, and where do you believe the Navy should be today?

A. We thought we were going to lose a number of Aegis cruisers that had hull issues. When those ships were put back into the force structure, we had already taken some of the manpower out and we had to access those sailors back into the Navy. We're back over 325,000 now.

That whole period of time – three years ago – was when we started to see significant gaps at sea because the ships were still there and we had to distribute that [smaller] force more broadly.

So we accessed more sailors – two, three years ago, we were accessing 40,000 sailors, instead of the average of 35,000 or 36,000. We got all those people in and through the system, and we're finally at the point where we're back to a steady stream.

Q. Sailors are still wondering about future drawdowns and possible enlisted retention boards. Is there any threat of either?

A. Sailors are reading the papers out there, and they see what's happening in the Army and Air Force. They are saying, here we go again.

I keep telling them no. Because of stability in our accounts and because of where we are with rating stability, we are not going to have to do another ERB. I am very confident that we can manage our force structure through normal accessions, attrition and retention.

Q. What does that mean for advancement?

A. As our force structure stabilizes, advancement is also stabilizing. Even though there are some rates that are still abnormally low or high, we're seeing the peaks and valleys of that start to steady out.

I see that trend continuing. I do see advancement rates possibly dropping slightly from the higher than-normal rates we've seen overall on the last few cycles, but not much, then settling out into new, steadier norms.

The goal here is to even out the swings and provide steady advancement opportunity our people can count on.

Q. A lot of discussion coming out of the ERBs was that evaluations weren't written well, and the board had a tough time differentiating between sailors. Do you think the eval system needs an overhaul?

A. I think we're always evaluating how we do these things. I believe our current system works, but it isn't perfect. The value of our board system is that future leaders get to see the effects of our ability to manage evals correctly and what that does to the careers of sailors and officers.

We try to get every prospective XO and CO board experience so, before they show up at command, they can see what those evals and fit-reps mean, both on the officer and enlisted side.

They see the impacts those have on the health of the Navy, which comes first, then secondarily and as important, what it means to sailors in their professional growth. You have to be clear as a CO. If you don't think someone is measuring up, you need to be brutally honest and upfront with those people, because one poor evaluation is not going to make or break someone's career.

It's only with a pattern of less than adequate performance that they shouldn't be advanced or promoted in the Navy. But the only way you're going [to document poor performance] is by commands and command triads being a bit more upfront with how they write those – truly calling it how they see it.

Q. We understand you are reviewing special pays and bonuses. What are you looking for?

A. Outside the DoD-level pay and compensation review that's underway with the Military Compensation and Retirement Modernization Commission, which is looking at the total costs of personnel, we're looking at pay and compensation in terms of talent management, which is a whole other discussion.

Think about Selective Re-enlistment Bonuses and bonuses; those are pretty broad tools. We don't use discreet tools, based on individual talent, individual timing and individual opportunities.

I think we need to be more nimble.

The best corporations in the world, which treat their people really well, are on a very personal level in dealing with those things. Is there a better way we can do that given the desires and needs of this generation? Is there a way we can do this and reduce costs at the same time?

It's my responsibility to ensure that we're not spending anymore of the taxpayers' money than we need.

Q. Can you give us an example of the discreet use of a pay or bonus?

A. Imagine a sailor looking at orders. Regardless of whether it's enlisted detailing or officer service selection, we know the popular places go first. Now, imagine if we took a market approach to the way we do detailing and assignment.

Let's say I really need a highly qualified and talented ensign to be an engineer or weapons system officer on a destroyer in Norfolk or even an OS2 looking to be an air intercept controller on a cruiser – and that's where I need them the most. And we know Norfolk orders to be less desirable compared to Rota [Spain], Japan, Italy and San Diego.

So, the market says if you agree to take the job in Norfolk, we'll give you a signing bonus. But on the other hand, if you really want to go to the same job, but on a Forward Deployed Naval Forces ship in Rota, where I may not have a pressing need, we ask you to sign up for three more years to get that job if you really want it.

Now you're using incentives in a market-based approach to help you distribute talent. You're allowing sailors to pick the job they want, on the type of ship they want and in the location they want. It's a different approach.

Q. In recent months, you have talked about pushing more personnel functions and decisions to the fleet – how are you doing this?

A. One of my goals here has been to strengthen the role and authority of the commanding officer, [to include giving] COs more say in who among their people get advanced.

My team here is creating a list of functions, things where we're limiting the ability for COs to have more authority.

If something is law, then that's one thing, but if it's simply policy, then we own it. We can fight to push what authority we can down to command COs and triads.

A recent example: It used to be that COs throughout the fleet had to document and report to us that every sailor selected for petty officer had completed petty officer indoctrination training.

We looked into it and decided that ... if we can't trust command triads to do this because it's the right thing to do, then what's next that we'll ask them to report on?

So I immediately turned that off, and I told them that I know your COs will do the right thing. It's a big relief for commands like submarines, which who have very little bandwidth to be reporting this stuff.

So we're looking deeper into reporting requirements and determining if they are statutory or policy. If it's policy, we'll look at why we've asked for the reporting and determine if it's still necessary.

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From Chief of Naval Personnel Public Affairs

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Based on feedback from the Fleet, Secretary of the Navy Ray Mabus and Chief of Naval Operations Adm. Jonathan Greenert made the decision back in July to expand the ball cap wear policy.

According to NAVADMIN 200/14, command ball caps are organizational clothing that may be purchased with appropriated funds. Sailors may purchase command ball caps with personal funds, just as they purchase

command badges, patches, belt buckles and other permissible uniform items.

Additionally, wardrooms, chief petty officer messes, first class petty officer associations, junior enlisted associations, and other organizations may purchase command ball caps with their funds. Department of Defense guidance prohibits the use of morale, welfare and recreation's non-appropriated funds to purchase command ball caps.

The eight-point cover remains the basic uniform component cover for the NWUs and will be the only appropriate cover for personnel uniform inspections and special occasions to ensure a uniform appearance within the command.

The Navy and command ball cap will remain authorized, optional head gear worn with Navy flight suits, Navy blue coveralls, flame resistant coveralls, and the Navy physical training uniform.

### **3) Navy Suicide Prevention Month: Being there for “Every Sailor, Every Day” / 29 JUL 14 [\[LINK\]](#)**

By Rear Adm. Rick Snyder, director, 21st Century Sailor Office

Suicide affects everyone, and suicide prevention is an all hands effort - all of the time. We can make a difference through our everyday actions. In September, we join the global community to highlight suicide prevention.

Last September, we focused on what we can do as communities to support and help our shipmates. This year, we'll zero in on what we can do as individuals, on a daily basis, to continue that support.

The 2014 Navy Suicide Prevention Month theme is “Every Sailor, Every Day.” We are encouraging every member of our Navy team, from shipmates, to leaders, to civilian employees, to family and friends, to set a positive example, reach out and engage with one another. Building resilience and preventing suicide require all of us to actively communicate with each other, and not just when we think someone is in immediate danger. Everyday actions, that foster trust and build meaningful connections, can start or continue conversations so we can more effectively intervene when we see signs of a shipmate in distress. By actively communicating and staying engaged, we may be more likely to notice small signs of distress in our shipmates and intervene early, before a crisis occurs.

I challenge you to be there for Every Sailor, Every Day, through meaningful, intentional actions. Take time to ask others how they are doing—and actively listen. As Vice Adm. Nathan, Navy Surgeon General, reminds us, we must especially connect with those who are transitioning from one job to another, experiencing career setbacks or some sort of loss, or going through relationship troubles. Start a dialogue to support each other during stressful times. Share strategies to navigate challenges, including speaking up and seeking help. We are a Navy team, and none of us are ever alone.

Another way you can support “Every Sailor, Every Day” is by Pledging to ACT (Ask, Care, Treat). It's a voluntary commitment to yourself and others, and one of the many ways we can be there for every Sailor, every day, by every Sailor, every day. Visit <https://survey.max.gov/index.php/437524/lang-en> to “Pledge to ACT” today, and urge your shipmates to do the same.

I encourage commands to highlight Suicide Prevention Month in their own way. Talk about bystander intervention, peer support and the many ways each of us can lead by example when it comes to physical and psychological health, showing that it's okay to speak up when you're down.

Resources will be released on [www.suicide.navy.mil](http://www.suicide.navy.mil) throughout the month to support your efforts. Each day, we have an opportunity to make a difference—and those opportunities may end up saving lives.

For more information and various resources for Navy Suicide Prevention Month, visit [www.suicide.navy.mil](http://www.suicide.navy.mil).

If you or someone you know is in immediate danger, call 911. If you or someone you know is in crisis, help is just a call or click away. Call the Military Crisis Line at 1-800-273-TALK (option 1) or visit [www.veteranscrisisline.net](http://www.veteranscrisisline.net).

#### 4) Why I Serve: Why I Serve: U.S. Fleet Cyber Command/ U.S. 10th Fleet Edition [[VIDEO](#)/ [LINK](#)]

On any given day there are more than 380,000 Sailors, active-duty and Reserve, ready to defend America, around the world and around the clock. From diverse backgrounds, they join the Navy to serve their country with honor, courage and commitment.

For each Sailor, the drive to serve is different.

The #WhyIServe campaign provides our Sailors an opportunity to share their personal “why I serve” statements. This week’s #WhyIServe submissions are from Sailors serving at U.S. Fleet Cyber Command/ U.S. 10th Fleet.

U.S. Fleet Cyber Command serves as the central operational authority for networks, cryptologic/signals intelligence, information operations, cyber, electronic warfare, and space capabilities in support of forces afloat and ashore.



Chief Yeoman Tonya R. Thomas from Baltimore, Maryland, shares her #WhyIServe statement from U.S. Fleet Cyber Command/ U.S. 10th Fleet.

Sailors are invited to join #WhyIServe. Get on Twitter, Facebook, Pinterest, Instagram and Google+ and using the hashtag #WhyIServe, share your photos, videos and statements with us. We may pick you for our next #WhyIServe blog!

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